

SIRIUS XM RADIO INC.
WASHINGTON DC EMPLOYMENT UNIT
EEO PUBLIC FILE REPORT
June 1, 2011-May 31, 2012¹

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Imaging Producer, Commercials	2-3, 6, 11, 15, 27-28, 30-33, 35-36, 41	11
Technician, Broadcast Operations	2-3, 5-6, 15, 27-28, 30-33, 35-36, 41	5
Coordinator, Music Programming	7	7
Producer, NASCAR	2-3, 5-6, 15, 27-28, 30-33, 35-36, 41	5
Manager, Leasing & Property Admin.	2-3, 6, 15, 27-28, 30-33, 35-36, 41	2
Associate Producer, Sports	2-3, 5-6, 15, 27-28, 30-33, 35-36, 41	5
Program Director, Pop	2-3, 5-6, 15, 27-28, 30-33, 35-36, 41	5
Coordinator, Music Programming	2-3, 5-6, 15, 27-28, 30-33, 35-36, 41	5
Associate Producer	2-3, 5-6, 15, 27-28, 30-33, 35-36, 41	5
Coordinator, Music Programming	2-3, 6-7, 15, 27-28, 30-33, 35-36, 41, 48	7
Coordinator, Music Programming	2-3, 5-6, 15, 27-28, 30-33, 35-36, 41, 48	5
Imaging Producer, Music	2-3, 5-6, 15, 27-28, 30-33, 35-36, 41, 47	5
Technician, Broadcast Operations	1-3, 6, 15, 27-28, 30-33, 35-36, 41, 47	1

¹ This Report provides recruitment data collected from May 22, 2011 through May 21, 2012.

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Technician, Remote Broadcast Support	2-3, 6, 15, 27-28, 30-33, 35-36, 41	2
Imaging Producer	2-3, 6, 15, 27-28, 30-33, 35-36, 41, 47	2
Coordinator, Music Programming	2-3, 5-6, 15, 27-28, 30-33, 35-36, 41	5
Program Director, Hispanic Programming	2-3, 6, 15, 27-28, 30-33, 35-36, 41, 47	2
Coordinator, Talk & Sports Programming	2-3, 5-6, 15, 27-28, 30-33, 35-36, 41	5
Producer, MLB	2-3, 6, 15, 27-28, 30-33, 35-36, 41, 47	2
On-Air Host, POTUS	1-3, 6, 15, 27-28, 30-33, 35-36, 41, 47	1
Executive Producer, College Sports Nation	1-3, 6, 15, 27-28, 30-33, 35-36, 41, 47	1
Program Director/On-Air Host	1*	1
Program Director, Classic Rock	1-3, 6, 15, 27-28, 30-33, 35-36, 41, 47	1
Imaging Producer	2-3, 6, 15, 27-28, 30-33, 35-36, 41, 47	2
Producer, The Bob Edwards Show	2-3, 6-7, 15, 27-28, 30-33, 35-36, 41	7
Coordinator, On Demand	2-3, 5-6, 15, 27-28, 30-33, 35-36, 41, 48	5
Coordinator, Music Programming	2-3, 6-7, 15, 27-28, 30-33, 35-36, 41, 47	7
Senior Technician, NRCC	1-3, 15	1
Board Operator	2-3, 5, 29, 35-36, 45	5

*Exigent Circumstances

Associate Producer, College Sports	2-3, 5-6, 15, 27-28, 30-32, 35, 41	5
Technician, Broadcast Operations	2-3, 5-6, 15, 27-28, 30-32, 35, 41, 48	5
Technician, Broadcast Operations	2-3, 6, 15, 27-28, 30-32, 35, 41	2
Sr. Principal Engineer, Satellite Uplink Systems	2-3, 7, 15	7
Producer, MLB	1-3, 6, 15, 27-28, 30-33, 35-36, 41	1
Manager, Repeater Site Development	1-3, 6, 15, 27-28, 30-32, 35, 41, 45	1
Coordinator, On Demand	2-3, 5-6, 15, 27-28, 30-33, 35-36, 41	5

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Word-of-Mouth Referral	N	36
2	Company website(s) www.siriusxm.com	N	59
3	Internal Posting/Company Intranet	N	6
4	Monster Adam Belkin http://www.monster.com 908-627-1715 5 Clock Tower Place Maynard, MA 01754	N	6
5	Internal Transfer/Promotion/Conversion	N	15
6	Washington City Paper Heather McAndrews 202-332-2100 x231 2390 Champlain St. NW Washington, DC 20009	N	0
7	Former Employee/Intern (Rehire)	N	5
8	Indeed (<i>not directly contacted by SEU</i>) http://www.indeed.com 470 West Avenue, Suite 2002 Stamford, CT 06902	N	8
9	Dice.com http://www.dice.com 1040 Avenue of the Americas New York, NY 10018	N	1
10	MediaRecruiter http://www.mediarecruiter.com	N	0
11	LinkedIn (online job board) Bert Zevzavadjian http://www.linkedin.com 201-290-2902 2029 Stierlin Court Mountain View, CA 94043	N	5

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	HotJobs http://www.hotjobs.com 45 West 18 th Street New York, NY 10011	N	2
13	Media Recruiting Group Risa Goldberg President One Bridge Street Irvington, NY 10533 914-591-5511	N	2
14	Careerbuilder (not directly contacted by SEU) http://www.careerbuilder.com 200 N. LaSalle Street, Suite 2000 Chicago, IL 60601 773-527-3600	N	2
15	District of Columbia – Department of Employment Services https://www.dcnetworks.org and local One-Stop Centers 4058 Minnesota Avenue, NE Washington, DC 20019 202-724-7000	N	0
16	Washington Post Website (not directly contacted by SEU) 202-334-6000 1150 15 th Street, NW Washington, DC 20071	N	1
17	Allaccess.com http://www.allaccess.com 28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265 310-457-6616	N	8
18	Craig's List http://www.craigslist.org 1381 9th Avenue San Francisco, CA 94122 415-566-6394	N	2
19	Entertainmentcareers.net Miles Gibbons http://www.entertainmentcareers.net 914 S Barrington Avenue Los Angeles, CA 90049 310-442-0200	N	0
20	Randstad Group 1025 Connecticut Ave NW, Suite 1201 Washington, DC 20036	N	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	Simplyhired (<i>not directly contacted by SEU</i>) http://www.simplyhired.com 2513 Charleston Road, Suite 200 Mountain View, CA 94043	N	0
22	Advertising Age http://adage.com Jackie Ghedine 711 Third Ave. New York, NY 10017 jghedine@adage.com	N	0
23	George Washington University Career Center 1922 F Street, NW Washington, DC 20052	N	1
24	Syracuse University Career Services 303 University Place Syracuse, NY 13244	N	1
25	Mediabistro.com http://www.mediabistro.com 475 Park Avenue South, 4th Floor New York, NY 10016 212-389-2000	N	0
26	Cynopsis Trish Pihonak http://www.cynopsis.com 203-926-9878 One Corporate Drive, Suite 724 Shelton, CT 06484	N	0
27	American University Marie Spaulding 4400 Massachusetts Ave. NW Washington, DC 20016 mspauld@american.edu 202-885-1799 http://www.american.edu/careercenter/	N	1
28	George Mason University Career Services 4400 University Drive Fairfax, VA 22030 703-993-2370 http://careers.gmu.edu/	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	Hispanic Association on Corporate Responsibility hacr@hacr.org 202.682.4012 1444 I St, N.W. - Suite 850 Washington, DC 20005	N	0
30	Georgetown University Ubah Aden 37 th and O Streets, NW Washington, DC 20057 ua@georgetown.edu 202-687-6270 http://careerweb.georgetown.edu/	N	1
31	Washington Area Women's Foundation Gwen Rubinstein grubinstein@wawf.org 202-347-7737 x215 1411 K Street, NW, Suite 800 Washington, DC 20005	N	0
32	Korean Community Service Center of Greater Washington Ji-Young Cho jycho@kcscgw.org 703-354-6345 x109 7700 Little River Turnpike #406 Annandale, VA 22003	N	0
33	American Women in Radio and Television 1760 Old Meadow Road, Suite 500 McLean, VA 22102 (703) 506-3290 http://www.awrt.org/	N	0
34	FOCUS/Hispanic Center for Community Development, Inc. Maria Sanabria msanabria@focus411.org 973-624-2528 x105 441-443 Broad St. Newark, NJ 07103	N	0
35	Organization of Chinese Americans oca@ocanational.org 202.223.5500 1322 18th St, NW Washington DC 20036	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
36	League of United Latin American Citizens Elizabeth Garcia EGarcia@LULAC.org 202.833.6130 2000 L St., NW, Suite 610 Washington, DC 20036	N	0
37	Advancing Hispanic Excellence in Technology, Engineering, Math and Science (AHETEMS) The University of Texas at Arlington 416 Yates Street, Room 609 Arlington, TX 76019 (817) 272-1116	N	0
38	National Association of Multicultural Engineering Program Advocates (NAMEPA) 341 N. Maitland Avenue, Suite 130 Maitland, FL 32751 (407) 647-8839	N	0
39	The Society of Women Engineers (SWE) 120 S LaSalle Street, Suite 1515 Chicago, IL 60603 1-877-793-4636	N	0
40	Facebook (Sirius XM online job messaging) http://www.facebook.com 156 University Avenue Palo Alto, CA 94301	N	0
41	Towson University The Career Center 410-704-2233 8000 York Road Towson, MD 21252 http://www.towson.edu/careercenter/	N	0
42	Twitter (Sirius XM online job messaging) http://www.twitter.com 795 Folsom Street San Francisco, CA 94103	N	1
43	The Society of Broadcast Engineers http://www.sbe.org/ 9102 North Meridian Street, Suite 150 Indianapolis, IN 46260	N	1
44	University of Maryland – College Park Clark School of Engineering College Park, MD 20742 http://www.eng.umd.edu/alumni/advance-career	N	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
45	National Lesbian & Gay Journalists Association 1420 K Street, NW, Suite 910 Washington, DC 20005 info@nlgja.org 202.588.9888	N	0
46	University of Miami Toppel Career Center 1306 Stanford Drive Coral Gables, FL 33124	N	1
47	Job Fair (see section III): The Washington Post Mega Career Fair Dulles Expo Center 4368 Chantilly Shopping Center Drive Chantilly, VA	N	0
48	Former Employee/Intern Referral	N	5
TOTAL INTERVIEWEES OVER REPORTING PERIOD			172

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participate in job fair	On September 13, 2011, our employment unit participated in the Washington Post Career Fair. Participants included the VP, Staffing & Diversity, Director, Recruiting & Diversity, a Senior Recruiter, and a Recruiter from the Human Resources Department. This fair was open to the public for those seeking full time opportunities.
2	Participate in job fair	On September 21, 2011, our employment unit participated in the American University Internship and Career Fair in Washington, DC. Participants included the Manager, College Programs & HR Projects from the Human Resources Department. This fair was open to students and alumni seeking internships and full time opportunities.
3	Participate in job fair	On September 26, 2011, our employment unit participated in the George Washington University Career and Internship Fair in Washington, DC. Participants included the Manager, College Programs & HR Projects and an Intern from the Human Resources Department. This fair was open to students and alumni seeking internships and full time opportunities.
4	Participate in job fair	On September 27, 2011, our employment unit participated in the University of Maryland – College Park Career & Internship Fair in College Park, MD. Participants included the Manager, College Programs & HR Projects and an Intern from the Human Resources Department. This fair was open to students and alumni seeking internships and full time opportunities.
5	Participate in job fair	On September 30, 2011, our employment unit participated in the Georgetown University Career & Internship Fair in Washington, DC. Participants included the Manager, College Programs & HR Projects and an Intern from the Human Resources Department. This fair was open to students and alumni seeking internships and full time opportunities.

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
6	Participate in job fair	On October 5, 2011, our employment unit participated in the Bowie State University Career Fair in Bowie, MD. Participants included the Manager, College Programs & HR Projects from the Human Resources Department. This fair was open to students and alumni seeking internships and full time opportunities.
7	Participate in job fair	On October 6, 2011, our employment unit participated in the Catholic University of America Internship Fair in Washington, DC. Participants included the Manager, College Programs & HR Projects from the Human Resources Department. This fair was open to students seeking internships and full time opportunities.
8	Participate in job fair	On October 17, 2011, our employment unit participated in the University of Maryland – College Park Journalism Career Fair in College Park, MD. Participants included the Manager, College Programs & HR Projects from the Human Resources Department. This fair was open to students and alumni seeking internships and full time opportunities.
9	Participate in job fair	On January 19, 2012, our employment unit participated in the George Washington University Business Career & Internship Fair in Washington, DC. Participants included the Manager, College Programs & HR Projects from the Human Resources Department. This fair was open to students seeking internships and full time opportunities.
10	Participate in job fair	On February 1, 2012, our employment unit participated in the George Washington University Internship Fair in Washington, DC. Participants included the Manager, College Programs & HR Projects from the Human Resources Department. This fair was open to students seeking internship opportunities.
11	Participate in job fair	On February 23,, 2012, our employment unit participated in the University of Maryland – College Park Career & Internship Fair in College Park, MD. Participants included the Manager, College Programs & HR Projects from the Human Resources Department. This fair was open to students and alumni seeking internships and full time opportunities.

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
12	Participate in job fair	On March 13, 2012, our employment unit participated in the Catholic University of America Internship Fair in Washington, DC. Participants included the Manager, College Programs & HR Projects from the Human Resources Department. This fair was open to students seeking internships and full time opportunities.
13	Participate in job fair	On March 13, 2012, our employment unit participated in the University of Maryland – 2012 Military Extravaganza. Participants included the VP, Staffing & Diversity from the Human Resources Department and Director, Repeater Network Construction from the Engineering Department. This fair was targeted towards veterans seeking full time opportunities.
14	Participate in job fair	On March 26, 2012, our employment unit participated in the University of Maryland – Employer Open House. Participants included two Senior Recruiters from the Human Resources Department. This fair was open to students and the public seeking full time opportunities.
15	Participate in job fair	On March 28, 2012, our employment unit participated in the American University Internship and Career Fair in Washington, DC. Participants included the Manager, College Programs & HR Projects from the Human Resources Department. This fair was open to students and alumni seeking internships and full time opportunities.
16	Participate in job fair	On April 19, 2012, our employment unit participated in the University of Maryland iSchool Career & Internship Fair in College Park, MD. Participants included the Senior Manager, Music Programming from the Music Programming Department. This fair was open to students and alumni seeking internships and full time opportunities.
17	Participate in an event/program sponsored by or on behalf of an educational institution relating to careers in satellite radio	On November 9, 2011, our employment unit participated in the National Association of Multi-Ethnicity in Communications (NAMIC) Internship Panel in Washington, DC. Participants included the Manager, College Programs & HR Projects from the Human Resources Department. This fair discussed the company's internship program and career paths within the company.

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
18	Host event/program sponsored by or on behalf of an educational institution relating to careers in satellite radio	On July 11, 2011, Sirius XM hosted a group of students affiliated with The Washington Center in Washington, DC. Participants from the employment unit included the Manager, College Programs & HR Projects. The visit included a presentation about Sirius XM and the company's internship program, career paths within the company, and a question and answer session. The students were also given a tour of the broadcast facilities.
19	Host event/program sponsored by or on behalf of an educational institution relating to careers in satellite radio	On August 24, 2011, Sirius XM hosted a group of students from the business program at American University in Washington, DC. Participants from the employment unit included the Manager, College Programs & HR Projects and Director, Employee Relations. The visit included a presentation about Sirius XM and the company's internship program, career paths within the company, and a question and answer session. The students were also given a tour of the broadcast facilities.
20	Host event/program sponsored by or on behalf of an educational institution relating to careers in satellite radio	On October 27, 2011, Sirius XM hosted a group of students in conjunction with GRAMMY U in Washington, DC. Participants from the employment unit included the Manager, College Programs & HR Projects. The visit included a presentation about Sirius XM and the company's internship program, career paths within the company, and a question and answer session. The students were also given a tour of the broadcast facilities.
21	Host event/program sponsored by or on behalf of an educational institution relating to careers in satellite radio	On October 28, 2011, Sirius XM hosted a group of students from WRGW, the college radio station at George Washington University in Washington, DC. Participants from the employment unit included the Manager, College Programs & HR Projects. The visit included a presentation about Sirius XM and the company's internship program, career paths within the company, and a question and answer session. The students were also given a tour of the broadcast facilities.
22	Host event/program sponsored by or on behalf of an educational institution relating to careers in satellite radio	On November 3, 2011, Sirius XM hosted a group of students from the Minority Business Society at Florida State University. Participants from the employment unit included the Manager, College Programs & HR Projects. The visit included a presentation about Sirius XM and the company's internship program, career paths within the company, and a question and answer session. The students were also given a tour of the broadcast

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
		facilities.
23	Host event/program sponsored by or on behalf of an educational institution relating to careers in satellite radio	On November 4, 2011, Sirius XM hosted a group of students from the Business Fraternity at Georgetown University in Washington, DC. Participants from the employment unit included the Manager, College Programs & HR Projects. The visit included a presentation about Sirius XM and the company's internship program, career paths within the company, and a question and answer session. The students were also given a tour of the broadcast facilities.
24	Host event/program sponsored by or on behalf of an educational institution relating to careers in satellite radio	On November 11, 2011, Sirius XM hosted a group of students from Omega Studios in Washington, DC. Participants from the employment unit included the Manager, College Programs & HR Projects. The visit included a presentation about Sirius XM and the company's internship program, career paths within the company, and a question and answer session. The students were also given a tour of the broadcast facilities.
25	Host event/program sponsored by or on behalf of an educational institution relating to careers in satellite radio	On November 14, 2011, Sirius XM hosted a group of students affiliated with The Washington Center in Washington, DC. Participants from the employment unit included the Manager, College Programs & HR Projects. The visit included a presentation about Sirius XM and the company's internship program, career paths within the company, and a question and answer session. The students were also given a tour of the broadcast facilities.
26	Host event/program sponsored by or on behalf of an educational institution relating to careers in satellite radio	On November 16, 2011, Sirius XM hosted a group of students affiliated with the National Association of Multi-Ethnicity in Communications (NAMIC) – DC Chapter. Participants from the employment unit included the Manager, College Programs & HR Projects. The visit included a presentation about Sirius XM and the company's internship program, career paths within the company, and a question and answer session. The students were also given a tour of the broadcast facilities.
27	Host event/program sponsored by or on behalf of an educational institution relating to careers in satellite radio	On November 30, 2011, Sirius XM hosted a group of students and held a recruiting open house in conjunction with local universities. Participants from the employment unit included the Manager, College Programs & HR Projects. The visit included a presentation about Sirius XM and the company's internship program, career paths within the company, and a question and answer session.

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
		The students were also given a tour of the broadcast facilities.
28	Host event/program sponsored by or on behalf of an educational institution relating to careers in satellite radio	On December 5, 2011, Sirius XM hosted a group of students from the University of D.C. Participants from the employment unit included the Manager, College Programs & HR Projects. The visit included a presentation about Sirius XM and the company's internship program, career paths within the company, and a question and answer session. The students were also given a tour of the broadcast facilities.
29	Host event/program sponsored by or on behalf of an educational institution relating to careers in satellite radio	On April 2, 2012, Sirius XM hosted a group of students affiliated with the Washington Semester Program. Participants from the employment unit included the Manager, College Programs & HR Projects. The visit included a presentation about Sirius XM and the company's internship program, career paths within the company, and a question and answer session. The students were also given a tour of the broadcast facilities.
30	Sponsor event designed to inform and educate members of the public as to employment opportunities in broadcasting	On June 17, 2011, Sirius XM hosted the Black Data Processors Association (BDPA) – 2011 Kick-off Event at its Washington, DC studios. Employment unit participants included the Vice President, Staffing & Diversity and 2 Recruiters from the Human Resources Department. BDPA members met to establish goals for the year and to network and learn about career opportunities at Sirius XM.
31	Sponsor event designed to inform and educate members of the public as to employment opportunities in broadcasting	On November 10, 2011, Sirius XM hosted the National Black MBA Association (NBMBA), National Society of Hispanic MBAs (NSHMBA), and the National Association of Asian MBAs (NAAMBA) for a networking event at its Washington, DC studios. Employment unit participants included the Vice President, Staffing & Diversity, Director, Recruiting & Diversity, HR Administrator, a Senior Recruiter and a Recruiter from the Human Resources Department along with members from the Programming Department. Members met to establish goals for the year and to network to help ensure multi-ethnic diversity in the communications industry. Member organizations met to network and learn about career opportunities at Sirius XM.
32	Sponsor event designed to inform and educate members of the public as to employment opportunities in broadcasting	On March 15, 2012, Sirius XM hosted the National Association of Multi-Ethnicity in Communications – Mid-Atlantic 2012 Kick-off Event at its Washington, DC studios. Employment unit participants included

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
		the Vice President, Staffing & Diversity, Director, Recruiting & Diversity, an HR Administrator and a Recruiter from the Human Resources Department along with members from the Programming Department. Members met to establish goals for the year and to network to help ensure multi-ethnic diversity in the communications industry.
33	Host Internship Programs (3)	During this reporting period, Sirius XM hosted a total of 92 interns in Summer and Fall 2011 as well as Spring 2012 in Washington, DC. The interns participated in several departments at Sirius XM, including Music Programming, Talk Programming, or Sports Programming. Interns were assigned to one department based on their area of interest. Each intern was trained and supervised by a departmental mentor in the operations of the department. The students were from schools nationwide, including Howard University, American University, George Washington University, and Georgetown University.